FACT FILE: Average Salaries of Full-Time Faculty Members at 1,600 Institutions—Continued

KANSAS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Washburn U, IIA	43.6	33.2	26.9	21.8
Wichita St U, IIA	46.2	34.7	29.3	21.2

KENTUCKY

	Prof	Assoc Prof	Asst Prof	Inst
Asbury Theol Sem, IIA	34.8	30.8	—	—
Bellarmine C, IIB	38.0	28.2	26.3	22.3
Berea C, IIB	41.2	32.2	26.4	—
Centre C, IIB	42.5	34.4	28.0	25.0
Eastern Kentucky U, IIA	37.9	32.6	28.1	22.8
Georgetown C, IIB	32.9	27.9	23.5	—
Kentucky St U, IIB	38.6	32.7	27.7	24.2
Kentucky Wesleyan C, IIB	[illegible]	27.3	21.3	—
Lexington Theol Sem, IIA	31.5	—		
Lindsey Wilson C, IIB		26.9	20.8	19.2
Morehead St U, IIA	35.6	29.4	25.7	20.3
Murray St U, IIA	36.7	31.5	27.7	22.0
Northern Kentucky U, IIA	40.5	32.9	26.7	23.7
Pikeville C, IIB	25.9	25.2	22.9	—
Spalding U, IIB	28.4	25.1	23.4	18.8
Thomas More C, IIB	24.4	24.0	20.9	—
Transylvania U, IIB	37.6	31.7	27.5	—
U of Kentucky, I	48.0	35.2	31.1	33.2
CC Sys, III	32.8	26.5	22.1	20.6
U of Louisville, I	46.4	35.1	29.1	22.9
Western Kentucky U, IIA	38.1	31.8	27.4	21.6

LOUISIANA

	Prof	Assoc Prof	Asst Prof	Inst
Centenary C of La, IIB	38.3	30.3	27.1	19.0
Louisiana C, IIB	30.7	26.1	24.0	—
Louisiana St U				
A&M C, I	49.0	36.1	31.1	20.8
Alexandria, III	32.0	26.0	23.9	18.7
Eunice, III	—	27.8	24.4	23.4
Shreveport, IIA	35.9	32.9	27.9	20.4
U of New Orleans, IIA	41.1	31.0	27.7	19.8
Louisiana Tech U, IIA	35.6	31.6	27.3	21.2
Loyola U, IIA	47.1	38.3	30.0	24.7
Nicholls St U, IIA	33.6	29.1	26.5	21.3
Our Lady of Holy Cross C, IIB	—	24.1	23.5	23.3
Southeastern La U, IIA	33.0	30.4	26.0	20.7
Southern U Shreveport, III	—	27.0	25.0	22.8
Tulane U, I	54.7	41.8	34.9	24.6
U of Southwestern La, IIA	40.4	32.5	29.1	21.9
Xavier U of Louisiana, IIA	33.0	27.9	24.0	21.1

MAINE

	Prof	Assoc Prof	Asst Prof	Inst
Bates C, IIB	50.8	39.0	29.3	28.4
Bowdoin C, IIB	54.6	39.5	31.5	26.8
Colby C, IIB	54.7	40.1	30.7	26.4
Maine Maritime Acad, IIB	32.4	28.4	24.3	
Saint Joseph's C, IIB	—	—	22.4	
U of Maine				
Main, IIA	49.8	37.8	31.8	21.2
Augusta, III	37.5	29.1	25.4	22.3
Farmington, IIB	40.0	31.8	26.2	24.9
Fort Kent, IIB	36.3	29.2	27.5	—
Machias, IIB	39.4	34.0	24.2	—
Presque Isle, IIB	39.3	32.7	25.8	—
U of Southern Me, IIA	49.1	38.2	31.9	23.9

MARYLAND

	Prof	Assoc Prof	Asst Prof	Inst
Allegany CC, III	35.6	29.3	25.0	25.4
Anne Arundel CC, III	45.3	38.1	31.0	26.3
Capitol C, IIB	—	28.3	24.2	
Catonsville CC, III	46.4	38.9	33.3	27.2
Cecil CC, III	38.6	35.3	29.1	21.2
Chesapeake C, III	—	26.6	24.6	21.9

MARYLAND—Continued

	Prof	Assoc Prof	Asst Prof	Inst
C of Notre Dame of Maryland, IIB	37.6	29.7	27.7	22.4
Columbia Union C, IIB	42.0	23.2	21.4	20.3
CC of Baltimore, III	38.8	32.1	28.8	23.9
Dundalk CC, III	43.4	36.6	30.8	—
Essex CC, III	46.1	37.8	32.2	24.5
Frederick CC, III	—	33.2	28.0	—
Garrett CC, III	—	—	20.3	—
Goucher C, IIB	43.6	31.6	27.1	22.3
Hagerstown JC, III	37.4	32.4	26.0	—
Harford CC, III	40.9	33.9	26.7	
Hood C, IIA	45.2	36.0	28.4	24.7
Howard CC, III	43.4	35.2	30.0	25.1
Johns Hopkins U, I	64.4	45.0	35.3	32.7
Loyola C in Maryland, IIA	45.0	40.1	31.9	20.2
Montgomery C				
Germantown, III	43.2	34.1	—	—
Rockville, III	45.1	35.6	31.3	—
Takoma Park, III	45.0	33.3	29.5	—
Morgan St U, IIA	47.2	39.3	34.7	27.3
Mount Saint Mary's C, IIB	40.8	31.9	25.3	20.7
Prince George's CC, III	44.8	38.3	29.6	27.1
Saint Mary's C of Md, IIB	46.5	35.3	27.8	—
US Naval Acad, IIB	46.8	35.6	29.2	23.3
U of Maryland Sys				
College Park, I	60.5	42.6	35.6	25.0
Baltimore, I	65.2	47.7	37.5	26.8
Baltimore County, IIA	57.6	41.4	34.6	24.9
Eastern Shore, IIA	—	41.2	36.5	30.8
Bowie St C, IIB	46.5	37.5	31.7	25.6
Coppin St C, IIB	45.5	36.4	31.8	26.2
Frostburg St U, IIA	45.5	36.6	32.0	27.9
Salisbury St U, IIB	46.0	37.3	29.7	26.1
Towson St U, IIA	48.0	40.4	33.1	26.2
U of Baltimore, IIA	54.4	45.3	37.3	
Washington Bible C, IIA	25.5	20.0	—	
Washington C, IIB	41.5	34.2	27.1	
Western Maryland C, IIB	41.2	34.8	27.6	—
Wor-Wic Tech CC, III	—	—	29.1	24.2

MASSACHUSETTS

	Prof	Assoc Prof	Asst Prof	Inst
Amherst C, IIB	59.3	42.3	34.8	
Andover Newton Theol Sch, IIA	35.0	25.5	—	
Anna Maria C, IIB	—	31.3	26.8	—
Assumption C, IIB	41.3	34.7	28.9	24.7
Bay Path C, III	—	28.1	22.9	—
Bentley C, IIA	57.6	46.4	38.6	32.0
Berklee C of Music, IIB	38.9	31.4	25.4	19.3
Boston C, I	58.0	43.1	36.1	33.5
Brandeis U, I	59.4	42.3	34.2	—
Clark U, IIA	56.6	41.1	34.9	—
C of the Holy Cross, IIB	55.6	40.6	31.3	28.4
Dean JC, III	34.1	32.5	24.2	20.8
Eastern Nazarene C, IIB	28.9	24.7	21.8	—
Emerson C, IIA	55.9	42.6	33.2	—
Emmanuel C, IIB	39.1	33.9	27.7	22.8
Endicott C, III	28.5	26.3	24.7	20.7
Gordon C, IIB	35.7	29.7	24.9	—
Gordon-Conwell Theol Sem, IIA	41.8	34.5	—	
Hampshire C, IIB	44.4	36.7	30.3	
Harvard U, I	79.3	43.8	39.0	26.5
Hellenic C, IIA	40.5	—	—	—
Lasell JC, III	22.4	—	21.9	22.2
Mass Board of Regents				
U of Lowell, IIA	57.5	45.8	38.2	31.8
U of Massachusetts				
Amherst, I	60.8	47.3	36.7	—
Boston, IIA	57.1	47.4	38.1	—
Fitchburg St C, IIA	46.0	40.0	34.4	27.6

MASSACHUSETTS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Greenfield CC, III	40.5	32.0	—	—
Massasoit CC, III	41.2	35.9	31.2	27.0
Middlesex CC, III	39.7	32.9	30.9	27.8
North Shore CC, III	42.1	34.9	30.2	31.0
Springfield Tech CC, III	40.9	34.5	31.7	26.4
Mass Inst of Tech, I	71.6	51.2	41.3	28.4
Mass Maritime Acad, IIB	47.5	41.2	39.3	
Merrimack C, IIB	43.8	34.8	28.3	
Mount Holyoke C, IIB	51.2	37.2	29.6	—
Northeastern U, I	51.1	39.8	36.4	23.0
Pine Manor C, IIB	39.5	32.4	25.9	—
Regis C, IIB	39.1	32.4	27.2	—
Simmons C, IIA	50.9	40.3	32.2	28.4
Smith C, IIA	55.9	40.0	30.7	25.5
Springfield C, IIA	41.6	33.0	24.3	23.6
Stonehill C, IIB	39.9	33.5	28.2	
Suffolk U, IIA	55.9	41.8	36.1	26.7
Tufts U, I	59.0	43.3	36.5	
Wellesley C, IIB	57.7	40.5	33.0	—
W New England C, IIA	50.8	37.2	33.7	28.0
Wheaton C, IIB	49.7	37.1	27.2	
Wheelock C, IIA	41.4	32.5	27.5	—
Williams C, IIB	57.4	40.5	34.0	
Worcester Poly Inst, IIA	55.3	44.2	39.1	

MICHIGAN

	Prof	Assoc Prof	Asst Prof	Inst
Adrian C, IIB	35.5	28.1	24.6	—
Albion C, IIB	43.1	35.0	27.1	—
Alma C, IIB	40.1	33.5	27.2	—
Aquinas C, IIB	34.5	30.6	24.0	—
Calvin C, IIB	38.1	33.0	29.4	24.3
Central Michigan U, IIA	46.6	39.3	31.7	24.9
Concordia C, IIB	30.7	26.9	21.9	
Eastern Michigan U, IIA	45.4	37.6	31.8	28.7
Ferris St C, IIB	40.5	35.1	31.6	29.1
Grand Rapids Baptist C, IIB	26.6	23.1	19.6	
Grand Valley St U, IIA	44.7	37.7	28.5	—
Great Lakes Bible C, IIB	24.9	—		—
Hope C, IIB	39.5	33.8	27.0	—
Kalamazoo C, IIB	43.8	35.4	29.0	
Lake Superior St U, IIB	37.2	32.6	27.7	23.2
Marygrove C, IIB	32.4	26.7	21.5	—
Mercy C of Detroit, IIB	34.3	29.2	23.3	21.5
Michigan St U, I	53.5	40.9	33.4	24.9
Michigan Tech U, IIA	56.0	39.6	33.7	24.3
Nazareth C, IIB	—	28.6	23.6	—
Northern Michigan U, IIA	43.5	36.5	27.1	25.2
Oakland U, IIA	48.4	38.6	33.5	30.2
Olivet C, IIB	30.7	26.6	20.6	—
Saginaw Valley St U, IIA	39.9	33.7	30.1	30.0
Siena Heights C, IIB		28.0	26.4	—
Spring Arbor C, IIB	28.6	25.5	22.1	—
U of Detroit, IIA	43.7	36.4	30.9	20.9
U of Michigan				
Ann Arbor, I	62.9	47.6	39.2	—
Dearborn, IIA	45.1	35.0	31.7	
Flint, IIA	44.4	37.8	29.8	—
Wayne St U, I	53.4	41.0	35.9	28.1
Western Michigan U, I	46.2	37.5	31.5	21.2

MINNESOTA

	Prof	Assoc Prof	Asst Prof	Inst
Augsburg C, IIB	34.5	28.7	25.3	—
Bethel C, IIB	33.8	28.8	24.2	20.8
Carleton C, IIB	50.3	40.0	31.2	26.6
C of Saint Benedict, IIB	38.7	32.2	27.1	—
C of Saint Catherine, IIB	37.1	31.2	25.5	22.9
C of Saint Scholastica, IIB	39.6	30.9	26.4	21.4
C of Saint Thomas, IIA	44.1	35.2	29.7	26.1

MINNESOTA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Concordia C-Moorhead, IIB	40.9	33.7	26.5	23.1
Gustavus Adolphus C, IIB	41.9	36.2	28.9	25.6
Hamline U, IIB	39.7	30.3	26.4	
Macalester C, IIB	48.8	36.2	28.5	—
Minneapolis C of Art and Design, IIB	34.3	28.7	23.6	—
Northwestern C, IIB	32.5	27.8	25.1	—
Northwestern C of Chiropractic, IIB	—	32.7	27.4	—
Saint John's U, IIB	43.0	35.8	28.3	23.8
Saint Mary's C, IIA	37.2	30.1	23.8	—
Saint Olaf C, IIB	45.8	34.9	27.7	26.0
St U Sys of Minn				
Bemidji St U, IIA	44.6	36.1	28.9	22.3
Mankato St U, IIA	46.1	37.6	31.3	23.4
Metropolitan St U, IIB	44.7	38.4	31.6	—
Moorhead St U, IIA	46.0	37.3	30.1	23.3
Saint Cloud St U, IIA	45.7	37.4	30.6	23.1
Winona St U, IIB	45.8	37.7	30.1	22.3
United Theol Sem Twin Cities, IIA	29.0	—		
U of Minnesota				
Twin Cities, I	54.5	39.8	34.4	28.7
Duluth, IIA	47.7	38.2	31.1	29.0
Morris, IIB	44.3	32.9	28.6	23.9
Tech C-Crookston, III	—	35.5	30.5	—
Tech C-Waseca, III	—	34.3	30.9	—

MISSISSIPPI

	Prof	Assoc Prof	Asst Prof	Inst
Alcorn St U, IIB	34.6	30.9	25.1	19.3
Delta St U, IIA	33.2	26.3	24.2	20.1
Millsaps C, IIB	40.3	31.0	26.9	—
Mississippi St U, I	40.9	32.7	29.4	21.8
Miss Valley St U, IIB	31.0	27.4	24.2	19.8
Reformed Theol Sem, IIA	37.1	—	—	
U of Mississippi, I	46.1	36.8	31.4	21.9
U of Southern Miss, I	50.3	37.6	32.3	23.6

MISSOURI

	Prof	Assoc Prof	Asst Prof	Inst
Assemblies of God Theol Sem, IIA	—	27.5	—	
Avila C, IIB	29.9	27.8	24.2	21.1
Central Bible C, IIB	—	24.3	20.8	—
Central Methodist C, IIB	33.6	27.6	22.2	22.3
Central Missouri St U, IIA	40.6	36.0	30.2	22.8
Columbia C, IIB	29.4	25.2	23.6	19.5
Cottey C, III	30.3	23.7	20.7	—
Culver-Stockton C, IIB	35.2	28.2	23.2	
Drury C, IIB	36.4	31.2	25.7	23.2
Evangel C, IIB	29.9	24.6	21.6	—
Fontbonne C, IIB	27.2	21.5	18.3	18.6
Hannibal-LaGrange C, III	—	—	21.3	—
Harris-Stowe St C, IIB	32.3	27.6	27.8	23.7
Kansas City Art Inst, IIB	33.1	28.9	—	
Lincoln U, IIA	33.4	27.0	24.3	20.1
Lindenwood C, IIA	30.3	24.9	23.2	
Maryville C, IIB	35.0	28.3	22.6	20.9
Missouri Baptist C, IIB	—	—	—	12.8
Mo Southern St C, IIB	40.9	34.5	29.1	24.5
Missouri Valley C, IIB	25.2	24.9	21.5	17.6
Mo Western St C, IIB	39.0	33.2	27.6	21.8
Nazarene Theol Sem, IIA	31.2	—	—	
Northeast Mo St U, IIA	42.1	34.9	29.1	24.4
Northwest Mo St U, IIA	38.4	32.8	26.5	21.9
Park C, IIB	27.8	22.1	19.3	—
Rockhurst C, IIB	39.5	32.2	26.9	22.2
St Louis C of Pharmacy, IIB	41.7	36.1	29.3	—
St Louis CC				
Florissant Valley, III	43.3	37.0	31.0	—
Forest Park, III	43.2	37.3	29.5	25.4
Meramec, III	43.3	35.9	29.9	24.9
Saint Louis U, I	48.2	35.6	30.1	25.3
Sch of the Ozarks, IIB	33.4	27.7	24.5	
Southeast Mo St U, IIA	40.9	34.7	29.9	25.0
Southwest Baptist U, IIB	27.8	21.7	21.4	19.6
Southwest Mo St U, IIA	43.1	36.5	30.2	22.8
Tarkio C, IIB	—	24.6	22.5	18.8
U of Missouri				
Columbia, I	46.2	34.8	31.1	22.1
Kansas City, I	44.9	34.5	30.4	22.4
Rolla, I	48.2	37.8	33.8	—
St Louis, IIA	46.0	35.6	30.7	—
Washington U, I	58.2	41.6	33.5	27.3
Webster U, IIA	35.4	29.2	20.5	—
Westminster C, IIB	35.1	29.4	25.9	—
William Jewell C, IIB	34.6	28.8	24.8	—
William Woods C, IIB	29.5	24.3	21.1	20.6

MONTANA

	Prof	Assoc Prof	Asst Prof	Inst
Carroll C, IIB	31.6	27.1	22.2	—
C of Great Falls, IIB	26.6	23.0	20.6	—
Montana U Sys				
Eastern Montana C, IIA	31.0	27.9	23.8	20.0
Montana C of Mineral Science and Tech, IIA	37.6	33.3	26.0	—
Montana St U, I	38.4	30.4	25.6	—
U of Montana, I	34.0	27.4	25.4	19.0
Western Montana C, IIA	33.2	25.9	21.7	—
Rocky Mountain C, IIB	29.8	25.2	21.0	—

NEBRASKA

	Prof	Assoc Prof	Asst Prof	Inst
Bellevue C, IIB	—	24.5	20.9	—
Chadron St C, IIA	39.3	30.9	26.6	20.5
C of Saint Mary, IIB	—	26.4	23.8	—
Concordia Teachers C, IIA	27.2	24.7	18.4	—
Creighton U, IIA	48.9	36.2	28.5	21.2
Dana C, IIB	25.8	23.8	22.1	—
Doane C, IIB	35.1	29.5	24.3	—
Hastings C, IIB	31.1	28.1	23.1	19.8
Kearney St C, IIA	38.5	31.8	27.0	21.4
Midland Lutheran C, IIB	31.5	27.2	23.3	—
Nebraska Wesleyan U, IIB	36.6	29.7	26.3	—
Peru St C, IIB	38.2	30.9	27.4	22.0
Union C, IIB	23.0	21.9	19.3	
U of Nebraska				
Lincoln, I	46.2	35.0	30.8	19.2
Omaha, IIA	39.9	32.3	28.5	25.6
Wayne St C, IIB	37.2	31.9	26.9	21.1

NEVADA

	Prof	Assoc Prof	Asst Prof	Inst
U of Nevada				
Reno, I	49.2	38.8	33.4	—
Las Vegas, IIA	49.9	40.6	33.2	—

NEW HAMPSHIRE

	Prof	Assoc Prof	Asst Prof	Inst
Dartmouth C, I	61.3	43.6	36.3	28.2
Franklin Pierce C, IIB	31.0	26.4	21.4	19.5
Franklin Pierce Law Center, IIA	59.4		—	
New Hampshire C, IIB	39.7	34.1	27.8	—

NEW HAMPSHIRE—Continued

	Prof	Assoc Prof	Asst Prof	Inst
NH Voc Tech C Claremont, III	29.1	24.7	22.8	—
NH Voc Tech C Laconia, III	29.3	—	—	
Plymouth St C, IIB	40.9	33.3	28.3	25.9
Rivier C, IIA	—	29.6	25.1	—
U of New Hampshire, I	48.0	37.2	30.7	29.2

NEW JERSEY

	Prof	Assoc Prof	Asst Prof	Inst
Atlantic CC, III	41.0	38.5	31.8	—
Bloomfield C, IIB	36.9	30.6	26.1	—
Brookdale CC, III	45.5	38.7	29.8	25.6
Caldwell C, IIB	33.4	25.4	19.4	—
Camden County C, III	44.6	40.4	35.2	—
Centenary C, IIB	—	25.5	20.7	17.8
C of Saint Elizabeth, IIB	33.2	30.9	24.7	—
County C of Morris, III	43.5	36.6	30.0	25.1
Drew U, I	49.5	38.7	28.5	26.5
Essex County C, III	46.3	40.3	32.9	24.6
Fairleigh Dickinson U, IIA	47.0	39.1	33.6	27.3
Felician C, IIB	—	25.4	21.6	—
Georgian Court C, IIB	36.7	31.8	29.1	23.4
Glassboro St C, IIB	54.0	43.4	34.8	30.1
Gloucester County C, III	41.0	39.1	37.0	33.1
Hudson County CC, III	—	—	24.8	23.1
Jersey City St C, IIB	54.1	44.2	34.8	
Mercer County CC, III	44.9	38.2	30.8	24.7
Middlesex County C, III	49.5	45.7	38.2	28.7
Monmouth C, IIA	48.8	40.2	31.9	—
NJ Inst of Tech, IIA	64.6	50.2	42.5	
Ocean County C, III	47.6	43.1	31.2	24.6
Passaic County CC, III	—	35.2	28.5	24.0
Princeton Theol Sem, I	57.8	—	35.7	—
Princeton U, I	71.4	45.4	34.6	30.2
Ramapo C of NJ, IIB	48.9	42.5	31.3	—
Raritan Valley CC, III	43.8	36.5	31.6	24.7
Rider C, IIA	51.4	42.3	37.0	—
Rutgers U				
Camden, IIA	68.4	48.5	38.9	25.2
Newark, IIA	68.2	50.5	41.6	29.0
New Brunswick, I	65.9	46.9	37.2	25.7
Saint Peter's C, IIB	36.6	30.1	25.4	—
Salem CC, III	—	—	—	25.6
Seton Hall U, IIA	46.2	38.5	31.0	26.0
Union County C, III	45.7	36.1	29.1	25.4
Upsala C, IIB	38.5	30.3	24.9	21.9
William Paterson C, IIB	53.3	42.8	34.1	26.3

NEW MEXICO

	Prof	Assoc Prof	Asst Prof	Inst
Eastern New Mexico U				
Main, IIA	39.6	33.1	28.1	22.2
Roswell, III		—	—	25.4
NM Highlands U, IIA	35.5	30.8	26.4	—
NM Inst of Mining and Tech, I	40.8	31.3	30.5	
New Mexico St U				
Main, I	43.5	35.1	30.5	21.5
Alamogordo, III	—	31.3	26.0	24.7
Carlsbad, III	—	—	27.3	—
Dona Ana, III		—	25.0	22.4
San Juan C, III	—	29.2	27.4	27.4
U of New Mexico, I	45.4	34.1	30.8	—

NEW YORK

	Prof	Assoc Prof	Asst Prof	Inst
Adelphi U, I	49.4	37.2	32.7	—
Alfred U, IIA	43.0	34.4	31.0	24.1
Bard C, IIB	44.6	36.4	28.6	
Canisius C, IIB	44.3	37.5	30.0	—
Cazenovia C, III	31.4	—	23.4	19.7
Clarkson U, IIA	60.6	43.0	37.3	30.9
Colgate U, IIB	54.1	41.3	32.1	27.7
C of Aeronautics, III	34.7	31.6	28.0	25.4
C of Mt St Vincent, IIB	—	30.0	26.2	24.1
C of Saint Rose, IIA	37.7	32.5	26.2	21.8
Columbia U, I	68.3	48.1	36.4	—
Barnard C, IIB	58.6	36.5	32.3	22.8
Teachers C, I	55.0	41.8	32.9	23.4
Cooper Union, IIB	52.0	41.3	35.5	
Cornell U Endowed C's, I	62.8	44.0	37.7	28.0
Dominican C of Blauvelt, IIB	—	32.6	27.9	24.5
D'Youville C, IIB	34.6	27.3	24.1	—
Elizabeth Seton C, III	—	21.3	17.1	—
Elmira C, IIB	35.5	26.3	23.5	—
Fordham U, I	59.1	43.6	34.6	30.8
Hamilton C, IIB	51.4	37.2	31.2	28.4
Hartwick C, IIB	41.0	33.8	28.2	
Hilbert C, III	—	—	—	17.9
Hobart-William Smith C's, IIB	49.9	39.2	30.0	25.1
Hofstra U, I	54.4	42.9	36.3	33.7
Houghton C, IIB	29.8	25.9	23.0	—
Iona C, IIA	49.5	40.0	33.3	27.2
Ithaca C, IIB	45.2	36.2	28.0	21.1
Keuka C, IIB	28.5	22.8	20.5	—
Le Moyne C, IIB	42.8	35.4	27.8	24.8
Long Island U, IIA	50.2	39.0	31.7	26.6
Manhattan C, IIA	48.5	40.3	33.5	24.9
Manhattanville C, IIA	44.4	37.3	28.1	21.5
Marist C, IIB	45.4	37.8	29.6	23.6
Marymount C, IIB	41.2	35.0	29.8	—
Medaille C, IIB	31.0	27.7	22.3	19.3
Mercy C, IIB	41.0	32.4	26.3	22.6
Molloy C, IIB	40.4	32.4	26.9	22.0
Mount Saint Mary C, IIB	37.3	—	26.5	—
Nazareth C of Rochester, IIB	43.2	35.3	28.3	—
NY Inst of Tech, IIA	46.7	39.2	31.6	27.0
New York U, I	66.5	45.5	38.6	28.4
Niagara U, IIA	38.0	32.7	29.5	23.6
Pace U, IIA	49.7	40.3	34.1	—
Pace U Sch of Law, IIA	78.3	62.8	—	
Rensselaer Poly Inst, I	62.8	45.1	39.0	
Rochester Inst of Tech, IIA	45.3	38.4	32.1	27.2
Russell Sage C, IIA	38.7	30.6	26.0	21.5
JC of Albany, III	29.7	25.2	20.8	19.6
Saint Bonaventure U, IIA	42.3	35.6	30.0	27.0
Saint Francis C, IIB	45.1	36.7	30.4	22.7
Saint John Fisher C, IIB	40.2	33.3	28.7	—
Saint Lawrence U, IIB	53.6	38.2	28.8	25.0
Saint Thomas Aquinas C, IIB	39.9	34.0	28.4	—
Siena C, IIB	39.6	31.4	26.5	—
Skidmore C, IIB	49.0	38.0	30.9	—
State U of New York				
Albany, I	63.6	46.7	35.5	
Binghamton, I	61.6	44.4	35.4	
Buffalo, I	66.0	47.9	36.5	22.1
Stony Brook, I	65.5	46.0	36.0	26.5
Empire St C, IIB	47.8	39.3	31.7	—
C at Brockport, IIA	52.6	42.7	35.1	25.0
C at Buffalo, IIA	48.6	37.8	30.1	25.5
C at Cortland, IIA	48.4	37.4	29.6	—
C at Fredonia, IIA	50.6	39.0	30.7	25.9
C at Geneseo, IIA	49.8	38.5	29.4	25.7

Average Faculty Salaries for 1988-89

	Public		Private, independent		Church-related		All	
	Salary	1-year increase	Salary	1-year increase	Salary	1-year increase	Salary	1-year increase
Doctoral institutions								
Professor	$54,240	5.9%	$64,290	6.3%	$57,160	5.5%	$56,400	6.0%
Associate professor	39,570	5.7%	43,680	6.1%	41,180	5.3%	40,300	5.8%
Assistant professor	33,400	6.1%	36,650	7.1%	33,840	5.7%	34,010	6.2%
Instructor	23,560	5.5%	28,750	7.0%	29,310	6.3%	24,290	5.6%
Lecturer	26,270	—	28,230	—	25,390	—	26,620	—
All ranks	43,010	5.9%	50,760	6.4%	43,380	5.5%	44,440	6.0%
Comprehensive institutions								
Professor	$46,920	5.1%	$47,010	6.7%	$44,070	5.6%	$46,700	5.3%
Associate professor	37,350	5.6%	37,050	5.8%	35,570	5.5%	37,110	5.6%
Assistant professor	30,900	5.8%	30,400	6.1%	29,920	6.0%	30,710	5.9%
Instructor	24,030	4.2%	23,710	5.9%	23,050	5.7%	23,890	4.5%
Lecturer	24,610	—	26,350	—	30,550	—	25,050	—
All ranks	38,080	5.3%	37,220	6.2%	35,610	5.7%	37,720	5.5%
Baccalaureate institutions								
Professor	$41,080	5.4%	$44,770	5.8%	$36,190	5.7%	$40,410	5.6%
Associate professor	34,250	5.2%	34,120	6.1%	30,120	5.7%	32,570	5.7%
Assistant professor	28,380	4.6%	27,910	6.3%	25,210	5.6%	26,940	5.5%
Instructor	23,020	5.8%	22,330	5.9%	21,300	5.7%	22,150	5.8%
Lecturer	24,190	—	28,260	—	22,270	—	24,420	—
All ranks	32,910	5.1%	34,580	6.0%	29,350	5.7%	32,030	5.6%
2-year institutions with academic ranks								
Professor	$41,200	6.1%	$30,150	5.7%	$25,050	5.8%	$40,920	6.1%
Associate professor	34,450	4.7%	26,560	3.7%	22,960	7.3%	34,240	4.7%
Assistant professor	29,510	5.4%	22,810	5.8%	21,650	7.5%	29,190	5.5%
Instructor	24,480	5.9%	19,730	6.1%	17,810	4.1%	24,270	5.9%
Lecturer	21,600	—	—	—	—	—	21,600	—
All ranks	33,500	5.5%	24,650	5.2%	21,940	7.1%	33,200	5.5%
2-year institutions without academic ranks								
All	$31,210	5.1%	$21,990	9.7%	$23,510	2.9%	$31,040	5.1%
All institutions except 2-year institutions without academic ranks								
Professor	$50,070	5.6%	$55,900	6.3%	$41,900	5.6%	$50,420	5.8%
Associate professor	37,890	5.6%	38,800	6.0%	33,560	5.6%	37,530	5.7%
Assistant professor	31,680	5.8%	31,930	6.6%	27,590	5.7%	31,160	6.0%
Instructor	23,890	5.1%	24,050	6.2%	22,060	5.7%	23,660	5.3%
Lecturer	25,360	—	27,850	—	25,010	—	25,770	—
All ranks	39,640	5.7%	42,410	6.3%	33,180	5.6%	39,410	5.8%

— No data reported

Note: Salary figures are based on 1,899 institutions; percentage increases are based on 1,880 institutions.

SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

NEW YORK—Continued

	Prof	Assoc Prof	Asst Prof	Inst
State U of New York				
C at New Paltz, IIA	49.6	40.8	33.0	—
C at Old Westbury, IIB	52.7	41.6	31.1	28.5
C at Oneonta, IIA	48.7	39.5	31.9	
C at Oswego, IIA	48.3	37.8	29.5	—
C at Plattsburgh, IIA	48.2	39.3	31.1	—
C at Potsdam, IIA	48.3	37.5	31.0	20.9
C at Purchase, IIB	48.6	37.2	29.7	
St C of Optometry, IIA	56.6	46.4	36.9	13.9
A&T C				
Alfred, III	45.7	38.8	31.7	24.6
Canton, III	42.3	34.3	30.5	28.2
Cobleskill, III	43.2	35.0	30.4	25.2
Delhi, III	42.7	35.1	28.6	23.4
Farmingdale, III	45.3	37.0	29.8	25.5
Morrisville, III	44.0	35.9	28.6	24.1
C of Environmental Sci and Forestry, IIA	50.8	41.9	33.8	
Maritime C, IIB	50.4	37.3	32.6	25.0
C of Tech, IIA	—	39.8	32.6	27.0
Fashion Inst of Tech, III	67.3	53.7	41.5	32.6
Cornell U				
Statutory C's, I	57.1	43.6	35.1	23.6
C of Ceramics at Alfred U, IIA	53.4	43.5	35.5	
Adirondack CC, III	39.0	29.8	26.2	21.9
Broome CC, III	40.6	33.7	27.4	27.8
Cayuga County CC, III	36.6	28.6	24.9	22.2
Clinton CC, III	—	28.7	26.0	—
Columbia-Greene CC, III	40.3	34.8	29.4	24.4
CC of Finger Lakes, III	36.9	30.3	25.8	23.3
Corning CC, III	41.3	29.8	25.2	—
Dutchess CC, III	45.9	39.8	31.0	24.4
Erie CCs, III	41.2	36.4	28.9	24.5
Fulton-Montgomery CC, III	39.3	32.3	28.1	21.7
Genesee CC, III	35.6	28.4	—	21.7
Herkimer County CC, III	38.3	31.9	25.1	19.7
Hudson Valley CC, III	40.2	35.6	28.7	23.3
Jefferson CC, III	44.7	37.0	29.4	25.8
Mohawk Valley CC, III	38.6	31.8	26.4	21.9
Monroe CC, III	45.3	38.0	31.5	26.9
Nassau CC, III	58.9	46.8	39.3	32.8
Niagara County CC, III	41.8	35.5	28.0	24.1
North Country CC, III	38.6	31.9	27.5	22.6
Onondaga CC, III	41.3	35.3	30.0	24.5
Orange County CC, III	44.2	36.6	29.5	24.7
Rockland CC, III	41.5	34.9	27.9	22.6
Schenectady County CC, III	37.8	29.9	24.8	—
Suffolk County CC				
Ammerman, III	47.2	37.6	28.2	—
Eastern, III	45.1	33.0	—	—
Western, III	42.7	32.7	30.5	—
Sullivan County CC, III	39.9	33.8	32.0	—
Tompkins Cortland CC, III	38.0	30.4	25.2	—
Westchester CC, III	58.8	51.5	45.1	—
Syracuse U, I	52.9	37.5	31.4	26.2
Utica C, IIB	37.1	31.0	25.1	—
Trocaire C, III	—	—	21.0	20.0
Union C, IIA	52.7	40.7	30.8	27.6
U of Rochester, I	60.4	42.5	36.4	—
Vassar C, IIB	54.8	39.1	30.7	26.2
Wagner C, IIA	34.8	29.8	23.0	20.0
Wells C, IIB	34.9	28.3	23.7	—

NORTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Atlantic Christian C, IIB	28.5	24.7	22.3	—
Barber-Scotia C, IIB	—	23.4	21.9	—
Catawba C, IIB	32.1	27.7	22.5	18.3
Davidson C, IIB	46.1	37.4	28.2	—
Duke U, I	66.0	45.1	37.0	—
Elon C, IIB	32.3	30.5	25.7	20.2
Greensboro C, IIB	31.4	26.6	26.4	—
Guilford C, IIB	39.8	32.9	25.6	—
High Point C, IIB	35.9	29.8	25.1	—
Johnson C Smith U, IIB	32.9	27.4	23.7	21.8
Lenoir-Rhyne C, IIB	31.8	29.2	23.3	—
Livingstone C, IIB	—	22.5	20.6	18.3
Mars Hill C, IIB	28.4	25.5	21.3	—
Meredith C, IIB	35.3	30.4	26.9	23.6
NC Wesleyan C, IIB	30.1	25.3	23.7	—
Pfeiffer C, IIB	24.3	25.0	22.9	—
Queens C, IIB	35.5	26.0	23.5	20.1
Saint Andrews Presbyterian C, IIB	34.8	27.7	24.3	
Salem C, IIB	33.5	28.8	24.4	—
Shaw U, IIB	—	24.4	22.8	20.3
Southeastern Sem, IIA	32.3	—	—	
U of North Carolina				
Asheville, IIB	47.3	38.2	30.6	—
Chapel Hill, I	58.6	41.6	35.7	27.7
Charlotte, IIA	46.6	39.0	32.5	
Greensboro, I	53.4	38.1	32.4	25.8
Wilmington, IIB	45.1	36.9	31.5	—
Appalachian St C, IIA	42.0	35.8	31.1	23.9
East Carolina U, IIA	48.7	37.9	31.2	27.0
Elizabeth City St U, IIB	40.2	34.6	28.6	—
Fayetteville St U, IIB	46.4	37.2	31.0	—
NC A&T St U, IIA	44.6	37.9	33.5	27.1
NC Central U, IIA	45.7	37.7	32.8	31.6
NC Sch of Arts, IIB				34.2
North Carolina St U, I	57.4	41.6	35.9	28.0
Pembroke St U, IIB	45.1	36.4	29.0	
Western Carolina U, IIA	44.6	37.8	30.9	—
Winston-Salem St U, IIB	41.1	35.1	31.0	28.1
Wake Forest U, IIA	50.7	39.0	30.2	23.5
Wingate C, IIB	31.4	25.2	23.3	19.9

NORTH DAKOTA

	Prof	Assoc Prof	Asst Prof	Inst
ND St Bd of Higher Ed				
U of ND Main, I	38.4	32.0	27.5	22.4
Dickinson St U, IIB	31.5	28.1	25.8	22.2
Mayville St U, IIB	33.4	28.3	24.5	—
Minot St U, IIB	35.4	30.6	26.1	23.1
ND St U, IIA	38.4	31.1	28.1	19.0

OHIO

	Prof	Assoc Prof	Asst Prof	Inst
Air Force Inst of Tech, IIA	48.9	38.5	34.7	—
Antioch U, IIA	33.9	27.5	23.8	
Ashland C, IIB	32.8	29.2	25.1	18.6
Baldwin-Wallace C, IIB	38.3	32.3	24.9	—
Bluffton C, IIB	27.5	24.7	22.0	
Bowling Green St U				
Main, I	52.7	41.0	33.0	23.2
Firelands, III	—	40.3	31.7	26.8
Capital U, IIB	38.7	30.6	25.6	23.8
Case Western Reserve U, I	59.2	41.1	34.6	25.9
Clark St CC, III	—	32.0	29.9	24.1
Cleveland St U, IIA	54.2	40.8	33.3	26.1
C of Mt Saint Joseph, IIB	29.6	29.9	24.5	20.9
C of Wooster, IIB	42.9	32.9	26.8	23.8
Defiance C, IIB	30.6	26.9	23.6	—
Denison U, IIB	45.1	35.4	27.4	23.9
Edison St CC, III	—	29.1	25.9	—
Findlay C, IIB	32.9	29.3	22.4	21.2
Heidelberg C, IIB	32.8	26.6	23.7	19.7
Jefferson Tech C, III	32.2	30.2	26.2	23.2
John Carroll U, IIA	42.8	35.7	30.3	23.6
Kent St U				
Main, I	51.7	39.7	32.4	24.7
Ashtabula, III	—	38.6	31.9	—
East Liverpool, III		—	30.7	—
Salem, III	—	—	29.9	—
Stark County, III	—	40.3	32.5	—
Trumbull, III	—	38.3	28.8	—
Tuscarawas, III	—	38.5	31.7	—
Kenyon C, IIB	49.7	38.3	28.3	24.9
Kettering C of Medical Arts, III	27.4	21.7	23.3	—
Lake Erie C, IIB	—	22.7	20.8	19.8
Lorain County CC, III	45.4	39.3	31.5	27.0
Lourdes C, IIB		—	—	20.2
Malone C, IIB	31.3	26.9	24.2	—
Marietta C, IIB	36.3	32.4	25.9	—
Miami U				
Oxford, I	53.7	40.7	33.4	25.5
Hamilton, III	—	39.5	31.7	24.7
Middletown, III	—	39.5	33.0	—
Mount Union C, IIB	38.0	30.6	26.6	20.9
Mount Vernon Nazarene C, IIB	29.1	25.7	23.4	—
Muskingum C, IIB	36.9	30.5	25.9	21.6
Oberlin C, IIB	48.9	36.5	30.7	—
Ohio Dominican C, IIB	36.1	29.9	25.3	—
Ohio Northern U, IIB	39.5	32.5	28.4	23.7
Ohio St U				
Main, I	60.8	44.0	36.8	26.0
Ag Tech Inst, IIB		33.3	29.2	25.4
Lima, IIB		39.0	31.2	—
Mansfield, IIB	—	34.7	29.5	—
Marion, IIB	—	38.8	28.8	—
Newark, IIB	—	36.4	33.4	—
Ohio U				
Athens, I	52.8	41.1	32.7	27.0
Belmont, III		—	34.7	—
Chillicothe, III	—	34.7	29.8	—
Lancaster, III	—	37.7	28.4	—
Zanesville, III	—	36.4	28.1	25.0
Ohio Wesleyan U, IIB	39.2	29.8	26.8	
Otterbein C, IIB	35.3	30.0	24.4	21.5
Rio Grande C, IIB	33.4	30.2	26.4	21.7
Shawnee St U, IIB	35.7	35.3	28.3	28.7
Southern St CC, III		28.7	26.6	20.9
Trinity Lutheran Sem, IIA	31.5	—	—	
U of Akron				
Main, I	52.1	39.2	34.2	28.4
Wayne General and Tech C, III	—	—	26.5	23.6
U of Cincinnati				
Main, I	57.4	43.1	34.2	25.3
Clermont, III	—	37.2	26.9	23.2
Raymond Walters, III	45.1	37.3	28.1	21.7
U of Dayton, IIA	45.5	38.6	30.4	18.8
U of Toledo, I	52.5	40.0	32.8	26.0
Urbana C, IIB	29.3	—	22.2	19.3
Ursuline C, IIB	30.1	23.0	23.2	22.7
Walsh C, IIB	32.4	27.7	23.9	—
Wilmington C, IIB	31.4	27.4	23.9	—
Wittenberg U, IIB	45.5	35.8	29.1	24.4
Wright St U				
Main, IIA	53.4	40.4	33.3	23.3
Lake, III	—		30.2	—
Xavier U, IIA	42.1	34.3	30.5	21.5
Youngstown St U, IIA	50.4	40.2	31.0	25.9

OKLAHOMA

	Prof	Assoc Prof	Asst Prof	Inst
Cameron U, IIB	36.8	32.5	27.4	22.1
Central St U, IIA	40.6	37.3	34.1	28.5
East Central U, IIB	38.3	33.9	29.8	24.1
Langston U, IIB	33.6	30.7	24.0	24.8
NE Okla St U, IIA	38.9	33.2	28.9	26.6
Oklahoma Christian C, IIB	34.9	30.4	25.1	19.7
Okla Panhandle St U, IIB	35.1	32.0	29.4	25.6
Oklahoma St U Main, I	45.6	35.9	30.4	24.7
Phillips U, IIB	26.6	23.8	20.9	—
SE Okla St U, IIA	35.7	32.9	28.0	23.5
U of Oklahoma, I	46.6	36.0	29.9	18.7
U of Science and Arts of Oklahoma, IIB	37.1	33.2	29.0	24.9
U of Tulsa, IIA	50.8	37.4	30.4	20.8

OREGON

	Prof	Assoc Prof	Asst Prof	Inst
George Fox C, IIB	27.7	25.3	20.9	—
Lewis and Clark C, IIB	45.6	32.9	24.2	—
Linfield C, IIB	32.1	26.5	23.1	—
Multnomah Sch of the Bible, IIB	21.6	—	—	—
Ore St Sys of Higher Ed				
Eastern Ore St C, IIB	39.5	33.5	28.0	—
Oregon Inst of Tech, IIB	39.5	33.3	29.0	25.6
Oregon St U, I	44.9	36.4	30.3	23.0
Portland St U, IIA	41.7	33.3	29.3	21.1
Southern Ore St C, IIA	37.4	30.5	25.0	22.1
U of Oregon, I	45.2	34.4	28.8	22.0
Western Ore St C, IIA	34.6	31.3	25.7	19.6
Reed C, IIB	46.2	35.3	28.6	
U of Portland, IIA	39.9	31.9	27.0	
Western Conservative Baptist Sem, IIA	27.0	—	21.9	
Western Sts Chiropractic C, IIA	—	26.1	23.3	—
Willamette U, IIA	46.3	34.1	28.5	—

PENNSYLVANIA

	Prof	Assoc Prof	Asst Prof	Inst
Acad of the New Church, IIB	—	—	34.2	30.5
Albright C, IIB	41.7	34.1	28.3	26.5
Allegheny C, IIB	44.9	33.9	26.5	22.0
Allentown C of Saint Francis De Sales, IIB	35.6	30.5	28.7	—
Alvernia C, IIB	—	21.1	21.5	17.7
Beaver C, IIA	40.3	30.0	26.1	—
Bryn Mawr C, IIA	49.3	39.1	30.5	20.5
Bucknell U, IIA	52.7	39.7	32.9	—
Bucks County CC, III	39.8	35.0	25.0	22.7
Cabrini C, IIB	36.7	31.1	29.1	—
Carlow C, IIB	36.0	26.4	21.5	
Carnegie Mellon U, I	67.0	46.9	40.5	—
Cedar Crest C, IIB	33.1	27.5	23.5	
Chatham C, IIB	38.5	31.8	25.0	—
Chestnut Hill C, IIB	38.9	25.5	20.5	—
C Misericordia, IIB	—	28.2	23.5	18.8
CC of Allegheny Co, III	37.8	30.7	27.7	18.8
CC of Philadelphia, III	46.9	41.6	35.8	—
Delaware Valley C of Science and Ag, IIB	37.7	32.8	28.5	25.4
Dickinson C, IIB	49.5	38.1	30.5	25.9
Drexel U, I	56.0	40.3	36.5	24.5
Duquesne U, IIA	40.1	31.8	28.7	21.3
Eastern Baptist Theol Sem, IIB	36.4	—		
Eastern C, IIB	34.1	27.3	26.6	—
Elizabethtown C, IIB	41.5	34.8	27.5	—
Franklin and Marshall C, IIB	54.7	40.4	29.6	27.5
Gannon U, IIA	38.6	33.6	29.7	23.3
Geneva C, IIB	30.5	25.9	22.1	
Gettysburg C, IIB	50.2	37.9	29.5	29.4
Harrisburg Area CC, III	40.1	32.1	26.4	23.1
Haverford C, IIB	54.0	41.8	32.3	26.7
Immaculata C, IIB	—	33.1	—	—
Juniata C, IIB	38.1	30.6	26.7	—
Keystone JC, III	30.1	24.9	20.6	15.2
King's C, IIB	38.6	32.7	26.6	—
Lafayette C, IIB	54.8	41.3	31.1	28.2
Lancaster Bible C, IIB	—	—	19.7	—
La Roche C, IIB	—	28.2	25.7	
La Salle U, IIB	46.2	37.7	30.7	23.7
Lebanon Valley C, IIB	33.8	32.1	27.1	—
Lehigh U, I	57.2	42.0	36.0	—
Lincoln U, IIB	37.6	31.2	26.3	23.5
Lutheran Theol Sem Gettysburg, IIA	24.9	—	—	—
Lycoming C, IIB	36.6	31.5	25.6	23.7
Marywood C, IIA	34.6	30.1	25.4	—
Mercyhurst C, IIB	34.3	29.5	24.1	20.8
Messiah C, IIB	38.5	32.7	27.3	26.4
Montgomery Co CC, III	42.2	36.1	28.7	—
Moravian C, IIB	38.5	31.0	25.8	—
Muhlenberg C, IIB	47.0	36.1	29.7	23.6
Neumann C, IIB	—	26.3	24.0	20.8
Northampton CC, III	35.5	31.0	28.1	—
Peirce JC, III	33.0	28.3	—	—
Pennsylvania St U				
Main, I	58.0	41.9	34.4	21.5
IIA campuses	50.0	40.9	34.7	30.2
III campuses	45.6	36.0	29.9	24.1
Philadelphia C of Pharmacy & Sci, IIB	49.9	37.1	30.4	25.3
Philadelphia C of Textiles and Sci, IIB	46.0	36.0	30.8	—
Pittsburgh Theol Sem, IIA	42.1	—	—	
Point Park C, IIB	33.6	27.0	23.2	—
Reading Area CC, III	30.6	24.1		—
Rosemont C, IIB	35.9	31.4	23.6	—
Saint Joseph's U, IIB	46.3	36.6	31.5	23.0
Saint Vincent C, IIB	36.7	29.7	24.3	22.2
Seton Hill C, IIB	34.9	26.5	22.2	—
Spring Garden C, IIB	35.4	27.2	25.6	
St Sys of Higher Ed				
Clarion U of Pa Main, IIA	47.7	38.6	31.7	23.4
East Stroudsburg U of Pa, IIB	47.5	38.8	31.2	25.1
Indiana U of Pa, IIA	47.1	38.8	30.9	21.5
Lock Haven U of Pa, IIB	47.7	39.2	30.8	21.8
Shippensburg U of Pa, IIA	47.3	38.4	31.5	25.4
Susquehanna U, IIB	42.3	33.6	29.0	
Swarthmore C, IIB	55.7	40.7	32.4	—
Temple U, I	52.9	41.6	34.3	28.4
Thiel C, IIB	33.3	27.6	23.5	—
Thomas Jefferson U, IIB	—	38.8	31.7	27.5
U of the Arts, IIB	31.7	27.0	21.5	—
U of Pennsylvania, I	68.4	49.3	40.5	—
U of Pittsburgh				
Main, I	57.3	41.1	33.8	21.5
Bradford, IIB	38.3	33.3	28.5	21.1
Greensburg, IIB	38.1	32.2	27.9	19.8
Johnstown, IIB	43.1	35.6	27.6	23.8
Titusville, III		29.9	23.4	19.1
U of Scranton, IIA	41.4	34.7	30.7	24.9
Ursinus C, IIB	41.9	34.2	28.0	—
Villa Maria C, IIB	—	24.2	20.5	—
Villanova U, IIA	53.9	41.5	34.1	24.3
Washington and Jefferson C, IIB	40.7	34.8	28.4	22.5
Waynesburg C, IIB	29.1	26.6	21.8	22.8
Westminster C, IIB	36.7	30.1	25.1	—
Westminster Theol Sem, IIA	32.1	—	—	
Westmoreland Co CC, III	34.6	32.9	27.8	—
Widener U, IIA	48.5	41.2	32.3	26.8
Wilkes C, IIA	36.5	30.7	26.6	—
Wilson C, IIB	—	25.5	20.7	—
York C of Pa, IIB	47.7	40.2	31.1	25.0

RHODE ISLAND

	Prof	Assoc Prof	Asst Prof	Inst
Brown U, I	64.0	41.6	34.5	—
Bryant C, IIB	50.5	45.9	36.1	—
CC of Rhode Island, III	38.2	31.5	26.3	19.6
Providence C, IIA	47.8	40.0	31.7	27.4
Rhode Island C, IIA	43.0	37.0	31.3	26.4
RI Sch of Design, IIB	44.4	34.5	28.8	
Salve Regina Newport C, IIA	39.5	32.5	26.7	23.9
U of Rhode Island, I	51.7	39.8	33.9	36.6

SOUTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Benedict C, IIB	30.4	22.9	19.6	17.5
Central Wesleyan C, IIB	23.5	21.2	17.2	—
Citadel, IIA	43.1	34.6	28.8	—
Clemson U, I	50.4	37.7	32.1	20.3
Coker C, IIB	30.7	28.2	24.1	—
C of Charleston, IIB	41.6	36.5	28.6	22.3
Columbia Bible C, IIA	24.5	24.0	20.9	18.4
Columbia C, IIB	33.9	29.2	26.0	22.0
Converse C, IIB	36.3	32.6	26.7	—
Francis Marion C, IIB	40.5	32.1	27.4	20.3
Furman U, IIB	44.6	34.1	27.7	22.6
Lander C, IIB	38.4	33.6	27.5	—
Limestone C, IIB	22.8	22.6	21.4	—
Newberry C, IIB	27.8	25.0	22.2	18.4
North Greenville C, III	26.2	—	21.2	16.8
Presbyterian C, IIB	37.4	29.5	25.7	22.7
U of South Carolina				
Columbia, I	51.2	38.8	32.8	23.0
Aiken, IIB	37.8	31.5	26.4	20.5
Beaufort, III	—	29.7	—	—
Coastal Carolina C, IIB	38.6	31.9	28.3	21.8
Lancaster, III	—	31.0	26.3	—
Salkehatchie, III	—	—	26.0	—
Spartanburg, IIB	37.9	32.5	27.0	23.7
Sumter, III	—	31.1	28.1	—
Winthrop C, IIA	42.7	35.1	29.0	21.6
Wofford C, IIB	40.1	32.3	27.8	—

SOUTH DAKOTA

	Prof	Assoc Prof	Asst Prof	Inst
Augustana C, IIB	33.5	29.3	25.0	22.0
Black Hills St C, IIB	34.5	30.1	25.7	20.7
Dakota St C, IIB	36.4	30.7	25.8	21.6
Mount Marty C, IIB	28.5	22.7	21.5	19.1
Northern St C, IIA	36.7	29.1	24.9	20.7
South Dakota St U, IIA	35.9	30.1	26.0	22.0
U of South Dakota, I	40.2	30.0	27.2	19.0

TENNESSEE

	Prof	Assoc Prof	Asst Prof	Inst
Bethel C, IIB	24.9	22.4	21.4	—
Bryan C, IIB	24.5	22.7	19.1	—
Carson-Newman C, IIB	32.3	26.8	24.2	—
Christian Brothers C, IIB	37.9	29.4	26.4	—
Crichton C, IIB	—	—	23.3	—
David Lipscomb C, IIB	37.0	30.4	26.3	22.3
Freed-Hardeman C, IIB	33.3	28.1	25.1	18.7
Hiwassee C, III	20.2	19.4	18.8	—
King C, IIB	29.0	23.1	—	—
Knoxville C, IIB	26.8	—	19.7	17.0
Lambuth C, IIB	26.6	25.2	21.8	
Lane C, IIB	25.0	22.3	19.6	17.3
Maryville C, IIB	27.6	24.5	21.2	19.2
Milligan C, IIB	30.2	26.0	23.6	
Pellissippi St Tech CC, III	—	29.2	25.9	21.9
Rhodes C, IIB	43.3	34.5	28.0	—
Southern C of Seventh-Day Adventists, IIB	22.3	21.3	21.0	—
St U and CC Sys of Tenn				
Austin Peay St C, IIA	39.3	30.3	25.5	20.2
East Tenn St U, IIA	42.0	36.7	29.7	23.9
Middle Tenn St U, IIA	46.8	37.2	30.0	23.3
Tennessee St U, IIA	41.9	34.4	29.1	21.9
Tennessee Tech U, IIA	45.0	36.5	30.7	21.7
Cleveland St CC, III	33.6	28.6	25.0	—
Dyersburg St CC, III	31.8	28.3	24.3	22.0
Jackson St CC, III	33.0	29.2	25.1	21.7
Nashville St Tech Inst, III	36.4	30.7	29.9	22.9
Roane St CC, III	34.9	28.3	24.5	20.4
Shelby St CC, III	31.0	25.0	22.2	—
St Tech Inst Memphis, III	36.5	29.8	25.8	22.8
Tri-Cities St Tech Inst, III		28.5	27.8	23.6
Volunteer St CC, III	33.0	28.0	26.2	20.7
Tomlinson C, III	24.2			—
Tusculum C, IIB	24.9	—	20.2	—
Union U, IIB	31.8	27.2	23.8	21.4
U of the South, IIB	44.9	32.7	27.6	—
U of Tennessee				
Chattanooga, IIA	42.5	35.3	29.3	27.3
Inst of Ag, IIA	47.5	39.4	33.7	—
Knoxville, I	50.7	37.3	32.0	23.3
Martin, IIB	39.0	32.0	28.7	20.3
Memphis, I	47.8	38.6	31.4	26.0
Vanderbilt U, I	63.2	41.2	35.5	38.4

TEXAS

	Prof	Assoc Prof	Asst Prof	Inst
Abilene Christian U, IIA	34.5	29.8	26.4	20.0
Alamo CC District				
St Philip's C, III	38.9	32.6	30.2	27.6
San Antonio C, III	38.7	34.4	30.5	26.7
Angelo St U, IIB	41.2	35.6	30.7	22.6
Austin C, IIB	42.5	32.2	27.7	—
Baylor U, I	49.7	38.9	33.0	—
Brazosport C, III	43.9	31.9	26.5	—
Del Mar C, III	39.7	33.7	29.7	25.3
East Texas Baptist U, IIB	28.5	26.3	23.1	—
East Texas St U, I	40.1	32.1	28.3	25.0
E Tex St U Texarkana, IIB	41.1	35.8	—	—
Episcopal Theol Sem of the Southwest, IIB	31.2			
Hardin-Simmons U, IIA	36.4	29.5	26.8	24.9
Incarnate Word C, IIB	33.1	29.8	22.5	—
Jarvis Christian C, IIB	30.0	24.1	20.1	17.0
Lamar U, IIA	42.5	34.3	29.7	24.9
Lubbock Christian U, IIB	25.7	21.8	—	—
Odessa C, III	44.0	32.3	30.5	27.1
Our Lady of the Lake U, IIA	34.7	29.5	25.9	20.3
Pan American U, IIA	44.0	35.9	29.2	22.8
Rice U, I	62.5	43.8	35.1	25.9
Saint Edward's U, IIB	38.3	30.9	26.0	
Saint Mary's U, IIA	47.0	36.0	31.7	[illegible]
Sam Houston St U, IIA	42.1	36.0	30.6	26.8
Schreiner C, IIB	32.7	—	23.2	20.1
Southern Methodist U, I	56.8	38.8	33.0	
Southwest Texas St U, IIA	42.0	35.1	28.3	22.8
SW Assemblies of God C, IIB	26.4	—	20.6	—
Southwestern U, IIB	50.4	38.4	31.0	—
Stephen F Austin St U, IIA	42.1	34.5	28.9	23.8
Sul Ross St U, IIB	34.9	29.1	23.9	—
Tarrant County JC, III	34.3	33.0	28.5	26.8
Texas A&M U Sys				
Main, I	55.8	41.3	33.7	24.5
Galveston, IIB	44.7	32.3	21.5	
Prairie View A&M U, IIA	39.7	34.0	30.8	24.9
Tarleton St U, IIA	39.3	33.4	28.0	21.5
Texas Christian U, I	52.9	39.4	32.9	—
Texas Lutheran C, IIB	36.5	31.3	26.2	—
Texas Southern U, I	47.9	34.5	27.0	23.6
Texas Tech U, I	49.6	36.1	31.4	20.2
Texas Wesleyan U, IIB	31.8	28.3	27.9	—
Texas Woman's U, I	42.6	33.5	28.2	24.5
Trinity U, IIA	53.2	37.6	29.9	—
U of Dallas, IIA	35.5	33.6	30.3	—
U of Houston				
U Park, I	56.4	40.3	33.4	24.0
Clear Lake, IIA	46.4	38.9	34.1	—
Downtown, IIB	45.9	35.8	30.1	
Victoria, IIB	—	39.3	32.3	—
U of Saint Thomas, IIA	29.3	28.0	23.2	—
U of Texas				
Austin, I	61.9	40.8	35.9	27.3
Arlington, I	50.1	37.2	32.5	—
Dallas, I	54.4	39.5	36.4	—
Permian Basin, IIA	40.0	33.0	28.9	—
San Antonio, IIA	44.9	38.5	32.1	—
Tyler, IIB	45.4	35.9	30.6	24.9
U of North Texas, I	45.5	36.9	31.5	23.6
U Sys of South Texas				
Corpus Christi St U, IIB	40.2	32.4	27.1	25.2
Laredo St U, IIB	40.2	34.3	31.1	—
West Texas St U, IIA	39.4	32.2	27.0	22.6
Western Texas C, III	31.5	26.5	25.7	22.8

UTAH

	Prof	Assoc Prof	Asst Prof	Inst
Utah Higher Ed Sys				
U of Utah, I	47.9	34.3	31.0	26.3
Utah St U, I	41.5	33.0	27.3	23.6
Southern Utah St C, IIB	34.6	27.7	23.8	21.6
Weber St C, IIA	35.4	29.0	26.1	20.1
Salt Lake CC, III	30.1	26.7	23.7	23.0
Snow C, III	33.3	26.2	25.6	21.8
Westminster C				
Salt Lake City, IIB	29.8	26.6	24.7	

VERMONT

	Prof	Assoc Prof	Asst Prof	Inst
C of Saint Joseph, IIB		—	21.5	—
Green Mountain C, IIB	32.0	—	23.6	—
Middlebury C, IIB	55.7	40.3	33.9	32.7
Norwich U, IIA	38.9	32.6	26.9	22.1
Saint Michael's C, IIB	41.3	33.8	25.8	—
U of Vermont, I	52.7	38.8	33.4	—
Vermont St C's Sys				
Castleton St C, IIB	35.6	30.5	25.6	22.6
Lyndon St C, IIB	35.3	30.6	25.5	—
Vermont Tech C, III	29.7	25.2	26.4	

VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Averett C, IIB	30.7	26.7	25.1	—
Bridgewater C, IIB	35.2	29.2	24.8	—
Christopher Newport C, IIB	42.6	37.4	33.1	26.8
C of William and Mary, I	55.5	45.3	35.2	28.8
Richard Bland C, III	38.8	31.9	—	—
E Mennonite C & Sem, IIB	27.3	24.2	20.8	16.1
Emory and Henry C, IIB	34.8	29.3	26.9	—
George Mason U, IIA	63.5	43.9	36.8	30.1
Hampden-Sydney C, IIB	44.2	35.3	27.5	
Hampton U, IIA	40.6	31.0	24.8	19.4
Hollins C, IIB	44.3	35.4	27.1	—
James Madison U, IIA	46.2	39.2	33.4	25.6
Liberty U, IIA	33.1	26.0	22.7	16.3
Longwood C, IIB	45.3	36.4	26.5	28.4
Lynchburg C, IIA	39.1	32.5	26.8	20.4
Mary Baldwin C, IIB	36.0	27.9	24.5	—
Mary Washington C, IIB	43.6	38.4	30.8	—
Marymount U, IIB	41.5	33.3	28.4	—
Norfolk St U, IIA	45.6	40.1	32.9	25.1
Old Dominion U, IIA	54.2	40.3	34.3	25.1
Presbyterian Sch of Christian Ed, IIA	36.0	—		
Protestant Episcopal Theol Sem in Va, IIB	30.3	—	—	
Radford U, IIA	45.9	37.5	31.7	24.2
Randolph-Macon C, IIB	41.4	33.6	27.0	—
Randolph-Macon Woman's C, IIB	41.3	32.2	26.5	—
Roanoke C, IIB	41.0	33.1	27.7	—
Shenandoah C and Conservatory, IIB	30.5	26.3	22.8	—
Sweet Briar C, IIB	42.8	34.2	28.3	—
U of Richmond, IIA	53.6	41.9	33.0	
U of Virginia, I	65.9	44.5	35.5	25.7
Clinch Valley C, IIB	40.2	31.4	27.5	—
Va Commonwealth U, I	53.8	43.9	36.2	28.2
Virginia CC Sys				
Blue Ridge CC, III	—	35.5	29.9	38.7
Central Virginia CC, III	40.2	36.4	30.7	—
Dabney S Lancaster CC, III	—	37.1	30.8	25.1
Danville CC, III	37.1	34.7	29.1	—
Eastern Shore CC, III	—	—	—	23.5
Germanna CC, III	—	34.1	28.9	24.4
J Sargeant Reynolds CC, III	38.5	34.7	30.2	27.0
John Tyler CC, III	37.3	33.6	29.4	27.1
Lord Fairfax CC, III	—	31.2	28.0	—
Mountain Empire CC, III	—	34.2	28.7	26.0
New River CC, III	40.8	35.9	28.8	25.4
Northern Va CC, III	40.4	37.1	31.5	27.5
Patrick Henry CC, III	—	33.1	29.2	25.6
Paul D Camp CC, III	—	32.6	28.3	—
Piedmont Va CC, III	37.3	32.5	28.1	23.2
Rappahannock CC, III	—	36.3	29.1	—
Southside Va CC, III	—	30.7	29.2	23.8
Southwest Va CC, III	38.1	36.2	31.3	26.9
Thomas Nelson CC, III	40.1	34.5	30.8	25.5
Tidewater CC, III	36.2	33.1	28.7	25.0
Va Highlands CC, III	—	34.4	28.7	—
Virginia Western CC, III	40.5	35.3	30.7	26.3
Wytheville CC, III	38.0	34.5	28.9	27.5
Virginia Intermont C, IIB	—	21.7	20.5	—
Virginia Military Inst, IIB	46.4	41.1	31.9	—
Va Polytechnic Inst and St U, I	59.9	42.6	36.5	24.9
Virginia St U, IIA	41.7	36.0	32.4	27.6
Virginia Union U, IIB	31.4	24.7	16.9	19.5
Virginia Wesleyan C, IIB	41.9	33.5	25.6	26.1
Washington and Lee U, IIB	49.9	37.8	30.4	—

WASHINGTON

	Prof	Assoc Prof	Asst Prof	Inst
Central Washington U, IIA	38.7	32.4	27.0	—
Eastern Wash U, IIA	36.6	30.7	26.3	19.9
Pacific Lutheran U, IIA	39.9	32.4	27.1	
Peninsula C, III			32.1	26.5
Saint Martin's C, IIB	—	24.5	22.4	—
Seattle Pacific U, IIA	36.3	30.3	25.5	21.5
Seattle U, IIA	39.4	32.6	29.2	—
U of Puget Sound, IIA	44.5	34.9	28.9	24.1
U of Washington, I	52.8	37.3	33.8	27.1
Washington St U, I	45.6	34.4	31.2	22.3
Western Wash U, IIA	40.9	33.7	30.7	—
Whitman C, IIB	44.7	35.8	29.3	26.6
Whitworth C, IIB	36.7	30.0	24.3	20.3

WEST VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Alderson Broaddus C, IIB	29.6	23.3	20.0	18.0
Bethany C, IIB	31.3	26.5	24.0	20.2
Bluefield St C, IIB	32.9	26.6	22.0	18.5
Concord C, IIB	33.0	28.2	22.4	19.9
Davis & Elkins C, IIB	31.2	26.9	22.0	20.4
Fairmont St C, IIB	35.1	29.2	24.3	20.5
Glenville St C, IIB	34.0	26.8	28.7	20.2
Marshall U, IIA	38.9	32.7	24.2	18.6
Parkersburg CC, III	31.3	25.9	21.4	17.3
Shepherd C, IIB	35.4	29.4	25.5	—
Southern WVa CC, III	—	27.9	22.2	18.2
West Liberty St C, IIB	34.8	27.9	23.5	19.6
West Virginia C of Graduate Studies, IIA	39.7	34.0	26.0	—
WVa Inst of Tech, IIB	34.4	29.0	25.0	21.1
WVa Northern CC, III	29.1	25.8	19.7	—
West Virginia St C, IIB	34.1	28.4	23.7	18.8
West Virginia U, I	43.0	34.8	28.0	20.3
Potomac St C, III	35.6	27.3	20.9	17.8
WVa Wesleyan C, IIB	30.1	27.0	24.3	—
Wheeling Jesuit C, IIB	29.8	25.2	21.2	19.5

WISCONSIN

	Prof	Assoc Prof	Asst Prof	Inst
Alverno C, IIB	—	29.2	23.8	19.4
Beloit C, I[illegible]	38.4	33.3	25.5	—
Cardinal Stritch C, IIB	29.3	26.8	24.9	21.0
Carroll C, IIB	37.8	33.0	29.2	
Carthage C, IIB	30.8	25.4	—	—
Concordia C, IIB	—	24.4	22.8	—
Edgewood C, IIB	29.0	25.9	23.8	—
Lakeland C, IIB	30.6	26.1	23.8	—
Lawrence U, IIB	46.5	36.3	29.1	26.7

Continued on Following Page

FACT FILE: Average Salaries of Full-Time Faculty Members at 1,600 Institutions—Continued

WISCONSIN—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Marquette U, I	55.6	41.2	34.5	
Milwaukee Sch of Engineering, IIB	38.2	29.1	28.7	—
Mount Mary C, IIB	30.4	27.8	23.1	—
Northland C, IIB	26.9	22.4	—	
Ripon C, IIB	42.1	31.6	25.2	—
Saint Norbert C, IIB	42.8	34.9	27.3	—
U of Wisconsin				
Madison, I	53.1	39.1	34.5	—
Milwaukee, I	49.6	36.8	33.6	—
Eau Claire, IIA	40.6	32.5	28.1	25.8
Green Bay, IIA	41.2	34.0	28.6	—
La Crosse, IIA	41.2	35.9	30.4	28.2
Oshkosh, IIA	43.2	36.4	30.8	25.3
Parkside, IIA	44.5	33.4	31.0	
Platteville, IIA	40.7	34.0	29.9	—
River Falls, IIA	39.5	30.8	28.5	—
Stevens Point, IIA	41.0	33.4	27.7	24.5
Stout, IIA	39.6	33.1	27.8	26.2
Superior, IIA	42.6	33.2	27.3	—
Whitewater, IIA	41.7	34.3	31.2	27.1
Centers, III	38.3	31.9	26.0	22.1

WISCONSIN—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Viterbo C, IIB	34.1	28.5	24.1	21.9

WYOMING

	Prof	Assoc Prof	Asst Prof	Inst
Northwest CC, III	—	32.6	26.3	21.4
U of Wyoming, I	46.1	35.6	31.5	—
Western Wyoming C, III	37.6	34.1	30.1	23.6

GUAM

	Prof	Assoc Prof	Asst Prof	Inst
U of Guam, IIB	48.9	38.7	31.3	24.6

PUERTO RICO

	Prof	Assoc Prof	Asst Prof	Inst
Caribbean U C, IIB			11.0	10.2
Conservatory of Music of Puerto Rico, IIB		17.2	16.0	10.2
U of Puerto Rico				
Arecibo, IIB	24.0	20.6	17.0	14.7
Humacao U C, IIB	32.2	25.5	20.7	17.3
Mayaguez, IIB	28.2	22.0	18.6	15.3
Ponce, III	25.7	19.9	17.0	14.8

Institutions Without Academic Ranks

ALABAMA

Alexander City St JC, IV	30.1
Brewer St JC, IV	29.7
Enterprise St JC, IV	30.7
Gadsden St JC, IV	28.0
George C Wallace St CC Selma, IV	30.5
Jefferson Davis St JC, IV	29.2
Jefferson St JC, IV	32.1
John C Calhoun St CC, IV	30.4
J F Drake St Tech C, IV	32.7
Lawson St CC, IV	29.5
Lurleen B Wallace St JC, IV	28.8

ALASKA

Prince William Sound CC, IV	36.2

ARIZONA

Arizona Western C, IV	32.3
Central Arizona C, IV	33.6
Cochise C, IV	29.7
Eastern Arizona C, IV	33.5
Maricopa County CC Dist, IV	40.0
Northland Pioneer C, IV	30.1
Pima County CC, IV	33.1
Yavapai C, IV	34.2

ARKANSAS

Garland County CC, IV	26.0
Southern Arkansas U El Dorado, IV	23.6

CALIFORNIA

Antelope Valley C, IV	39.6
California Inst of the Arts, IIA	31.0
Fresno Pacific C, IIB	26.5
Grossmont/Cuyamaca CC Dist, IV	40.8
Menlo C, IIB	38.5
Mt San Jacinto C, IV	36.6
Redwoods CC Dist, IV	38.9
San Diego CC Dist, IV	42.0
San Joaquin Delta C, IV	44.2
Santa Barbara City C, IV	37.1
Taft C, IV	44.1
West Hills CC Dist, IV	40.0
Woodbury U, IIA	27.9

COLORADO

Arapahoe CC, IV	28.0
Front Range CC, IV	28.6
Morgan CC, IV	25.1
Northeastern JC, IV	25.2
Otero JC, IV	28.9
Pikes Peak CC, IV	29.5

CONNECTICUT

Hartford Sem, IIA	43.7

DELAWARE

Delaware Tech and CC	
Southern, IV	32.7

DELAWARE—Continued

Delaware Tech and CC	
Stanton-Wilmington, IV	31.8
Terry, IV	32.7

FLORIDA

Daytona Beach CC, IV	26.6
Florida CC Jacksonville, IV	35.3
Florida Keys CC, IV	25.5
Lake City CC, IV	25.1
Lake-Sumter CC, IV	27.5
Polk CC, IV	24.2
Santa Fe CC, IV	29.4
Seminole CC, IV	29.9
Tallahassee CC, IV	36.3
Valencia CC, IV	33.9

GEORGIA

Truett McConnell C, IV	21.3
Young Harris C, IV	26.9

HAWAII

U of Hawaii	
Honolulu CC, IV	32.7
Kapiolani CC, IV	33.2
Kauai CC, IV	31.6
Leeward CC, IV	34.2
Maui CC, IV	32.8
Windward CC, IV	31.9

IDAHO

North Idaho C, IV	27.9
Northwest Nazarene C, IIB	25.0

ILLINOIS

Blackburn U, IIB	28.1
Chicago C of Commerce, IV	19.3
C of Lake County, IV	44.1
Governors St U, IIA	34.5
Illinois Eastern CC's, IV	25.0
Illinois Valley CC, IV	31.6
John A Logan C, IV	31.8
John Wood CC, IV	26.5
Joliet JC, IV	38.3
Kaskaskia C, IV	28.5
Lincoln C, IV	25.2
McHenry County C, IV	32.5
Morrison Inst of Tech, IV	19.3
Morton C, IV	37.7
Parkland C, IV	36.2
Prairie St C, IV	33.6
Saint Augustine C, III	20.5
Southeastern Illinois C, IV	30.3
Springfield C, IV	20.3
State CC, IV	27.4

IOWA

Eastern Iowa CC Dist, IV	26.1
Indian Hills CC, IV	25.4

IOWA—Continued

North Iowa Area CC, IV	31.6
Western Iowa Tech CC, IV	25.9

KANSAS

Allen County CC, IV	26.3
Barton County CC, IV	24.6
Butler County CC, IV	27.7
Central C, IV	16.5
Cloud County CC, IV	32.5
Coffeyville CC, IV	27.8
Colby CC, IV	27.3
Cowley County CC, IV	30.7
Dodge City CC, IV	32.2
Fort Scott CC, IV	29.7
Garden City CC, IV	29.4
Highland CC, IV	24.2
Hutchinson CC, IV	29.0
Independence CC, IV	30.1
Johnson County CC, IV	35.3
Kansas City Kansas CC, IV	31.4
Labette CC, IV	37.2
Neosho County CC, IV	33.3
Pratt CC, IV	29.3
Seward County CC, IV	24.2

KENTUCKY

Midway C, IV	21.1

MAINE

Eastern Maine Voc-Tech Inst, IV	27.4
Southern Maine Voc-Tech Inst, IV	26.8

MARYLAND

Peabody Inst of Johns Hopkins U, IIB	34.0
Saint John's C, IIB	32.8

MICHIGAN

Charles S Mott CC, IV	39.1
Grand Rapids JC, IV	37.6
Lake Michigan C, IV	28.9
Mid Michigan CC, IV	26.3
Montcalm CC, IV	31.1
Schoolcraft C, IV	40.9
Washtenaw CC, IV	40.8

MINNESOTA

Anoka Ramsey CC, IV	39.0
Austin CC, IV	38.9
Bethany Lutheran C, IV	26.8
Brainerd CC, IV	35.2
Fergus Falls CC, IV	35.7
Hibbing CC, IV	33.8
Inver Hills CC, IV	38.7
Itasca CC, IV	34.1
Lakewood CC, IV	39.4
Mesabi CC, IV	37.5
Minneapolis CC, IV	38.0
Normandale CC, IV	37.5
North Hennepin CC, IV	37.9
Northland CC, IV	35.4
Rainy River CC, IV	33.5
Rochester CC, IV	37.4
Vermillion CC, IV	35.2
Willmar CC, IV	36.9
Worthington CC, IV	36.2

MISSOURI

Crowder C, IV	21.9
East Central C, IV	26.7
Jefferson C, IV	26.5
Kemper Military Sch and C, IV	16.9
Metropolitan CC Sys, IV	31.9
Mineral Area C, IV	26.5
Moberly Area JC, IV	21.6
North Central Missouri C, IV	23.8
State Fair CC, IV	22.1
Stephens C, IIB	22.7
Three Rivers CC, IV	23.2

MONTANA

Miles CC, IV	25.2

NEBRASKA

Central CC, IV	20.9
Grace C of the Bible, IIB	16.2
Mid-Plains Tech CC Area, IV	25.9
Northeast CC, IV	23.8
Southeast CC, IV	24.5
Western Nebraska CC, IV	23.5

NEW MEXICO

New Mexico JC, IV	28.6
Saint John's C, IIB	31.9

NEW YORK

Friends World C, IIB	22.1
Sarah Lawrence C, IIB	41.2

NORTH CAROLINA

Alamance CC, IV	25.4
Anson CC, IV	20.3
Asheville Buncombe Tech CC, IV	26.9
Beaufort County CC, IV	23.1
Bladen CC, IV	21.1
Blue Ridge CC, IV	25.7
Brunswick Tech C, IV	23.3
Caldwell CC and Tech Inst, IV	25.7
Cape Fear Tech Inst, IV	27.6
Carteret CC, IV	23.0
Catawba Valley Tech C, IV	27.2
Central Carolina Tech C, IV	25.2
Central Piedmont CC, IV	29.5
Cleveland CC, IV	23.2
Coastal Carolina CC, IV	26.6
C of the Albemarle, IV	25.1
Craven CC, IV	26.2
Davidson County CC, IV	30.8
Durham Tech Inst, IV	26.7
Edgecombe Tech C, IV	23.8
Fayetteville Tech CC, IV	27.3
Forsyth Tech C, IV	28.5
Gaston C, IV	26.5
Guilford Tech CC, IV	24.7
Halifax CC, IV	21.0
Haywood Tech C, IV	24.2
Isothermal CC, IV	24.6
James Sprunt CC, IV	22.5
Johnston CC, IV	22.4
Lees-McRae C, IV	21.7
Lenoir CC, IV	24.6
Martin CC, IV	24.8
Mayland CC, IV	23.5
McDowell Tech CC, IV	21.8
Mitchell CC, IV	23.9
Montgomery Tech C, IV	20.7
Montreat-Anderson C, IV	23.7
Nash CC, IV	26.0
Pamlico Tech C, IV	22.3
Piedmont Tech C, IV	22.9
Pitt CC, IV	26.1
Randolph Tech C, IV	24.3
Richmond CC, IV	26.9
Roanoke-Chowan Tech C, IV	24.1
Robeson CC, IV	24.9
Rockingham CC, IV	28.9
Rowan Tech C, IV	27.9
Sampson Tech C, IV	23.2
Sandhills CC, IV	28.3
Southeastern CC, IV	23.9
Southwestern Tech C, IV	23.2
Stanly Tech C, IV	25.7
Surry CC, IV	25.5
Tri-County CC, IV	20.6
Vance-Granville CC, IV	23.2
Wake Tech C, IV	26.0
Wayne CC, IV	23.5
Western Piedmont CC, IV	24.7
Wilkes CC, IV	27.5
Wilson County Tech Inst, IV	25.8

NORTH DAKOTA

Bismarck St CC, IV	28.1
North Dakota St C of Science, IV	26.6
North Dakota St U Bottineau, IV	25.9
U of North Dakota	
Lake Region, IV	25.1
Williston, IV	27.9

OHIO

Belmont Tech C, IV	27.4
Central Ohio Tech C, IV	25.5
Cincinnati Tech C, IV	28.2
Columbus St CC, IV	26.4
Cuyahoga CC Dist, IV	39.2
Hocking Tech C, IV	29.2
Lakeland CC, IV	38.8
Marion Tech C, IV	26.4
Terra Tech C, IV	26.9

OKLAHOMA

Bartlesville Wesleyan C, IIB	19.7

OKLAHOMA—Continued

Eastern Oklahoma St C, IV	27.1
Rose St C, IV	28.4
Seminole JC, IV	26.0

OREGON

Clackamas CC, IV	30.7
Pacific Northwest C of Art, IIB	19.3
Portland CC, IV	32.3

RHODE ISLAND

Roger Williams C, IIB	36.6

SOUTH CAROLINA

Anderson C, IV	25.4
Denmark Tech C, IV	22.7
Spartanburg Methodist C, IV	25.1
Spartanburg Tech C, IV	24.0
Sumter Area Tech C, IV	23.9
Tech C of the Lowcountry, IV	21.5
Trident Tech C, IV	26.1

SOUTH DAKOTA

National C, IIB	19.7

TENNESSEE

Free Will Baptist Bible C, IIB	21.0

TEXAS

Alvin CC, IV	32.4
Angelina C, IV	28.8
Austin CC, IV	29.2
Bee County C, IV	24.6
Blinn C, IV	25.4
Clarendon C, IV	24.0
C of the Mainland, IV	30.6
Cooke County C, IV	25.6
Galveston C, IV	28.7
Grayson County C, IV	29.0
Hill C, IV	26.4
Howard County JC Dist, IV	24.5
Lee C, IV	36.2
Midland C, IV	31.7
Palo Alto C, IV	26.0
Paris JC, IV	25.9
San Jacinto C, IV	29.7
Texas Southmost C, IV	26.9
Texas St Tech Inst	
Harlingen, IV	24.8
Waco, IV	25.0
Trinity Valley CC, IV	27.7
Tyler JC, IV	29.9

UTAH

C of Eastern Utah San Juan, IV	25.1
Dixie C, IV	25.7

VERMONT

Bennington C, IIB	30.9
Southern Vermont C, IIB	18.7

VIRGINIA

Southern Sem C, IV	22.2

WASHINGTON

Bellevue CC, IV	30.9
Centralia C, IV	28.8
Columbia Basin C, IV	29.5
Edmonds CC, IV	28.9
Grays Harbor C, IV	30.9
Green River CC, IV	32.7
Olympic C, IV	32.0
South Puget Sound CC, IV	27.6
Tacoma CC, IV	33.2
Walla Walla CC, IV	27.7
Washington St CC Dist, IV	28.1
Wenatchee Valley C, IV	27.1

WISCONSIN

Chippewa Valley Tech C, IV	33.7
Gateway Tech Inst, IV	31.7
Mid-State Tech Inst, IV	31.1
Milwaukee Area Tech C, IV	39.6
Northeast Wisconsin Tech C, IV	33.8

WYOMING

Casper C, IV	26.7

Bargaining Is Stalled Among Professors, Study Center Says

Continued from Page A15

their organizing efforts at colleges and universities.

"The unionization of support staff has risen to the top of their agendas," he said. "The organization of faculty may continue at a slow, steady pace, but the organization of clerical workers and other support staff is the expanding frontier for now."

Seen as Part of National Trend

The organization of clerical workers in higher education is part of a national trend toward the organization of white-collar workers, said Richard W. Hurd, an associate professor of economics at the University of New Hampshire, who spoke at the conference.

"The number of blue-collar workers is decreasing in an increasingly high-tech, service-oriented world," he said. "The area of white-collar workers in the service sector is fertile ground for unions now, and in higher education that translates into the organization of clerical workers on campuses."

Although the total union membership among clerical workers in higher education is unknown because workers are organized under so many different national and local unions, it is roughly equal to the 227,000 faculty members who belong to unions, Mr. Hurd estimated. The unionization of some 3,400 clerical workers at Harvard University last year, he said, reflects the recent momentum in the organization of clerical workers.

The continued rivalry among the three national faculty organizations—the N.E.A., the A.F.T., and the American Association of University Professors—was also a topic of discussion at the meeting.

Rivalry between the unions has helped to slow the growth of unionization among full-time faculty members, said Mr. Douglas, who organized the conference. He said, for example, that last year's union vote at Southern Illinois University at Edwardsville could have resulted in the organization of a collective-bargaining unit for faculty members if competition between the unions had been eliminated. While the pro-bargaining votes outnumbered the "no agent" votes, "no agent" won because the pro-union votes were divided among the three different unions on the ballot—an A.F.T.-A.A.U.P. coalition and the N.E.A.

> "The area of white-collar workers in the service sector is fertile ground for unions now."

Michael McNally, an organizer for the A.F.T. in Illinois, disagreed. He said competition was healthy because it promoted efforts to organize unions.

"If we merge tomorrow, we would see a slowdown in organization because the organizing staffs would not have to be in competition," he said. "When we get a sniff that [the N.E.A.] is in on an institution, we put people in just as they do when they get a sniff about us. This keeps things going."

Competition among unions also allows faculty members to choose which organization they would want to represent them in collective bargaining, said Christine Maitland, an N.E.A. higher-education specialist.

"There are some real differences among us, and faculty should have the right to choose," she said. She added that a merger between the unions would result in "no-raiding" agreements, which allow only one union to try to organize on a campus at a time. "We may have to spend more money on a campaign when another union is present, but our rivalry leaves options open for people who deserve them."

Real Rivalry Denied by Some

Other conferees denied that a real rivalry existed between different collective-bargaining agents.

Robert M. Nielsen, assistant to the president for higher education at the A.F.T., said that inter-union rivalry was a convenient and over-simplified explanation for the decrease in unionization among faculty members. Indeed, he said, competition among unions has been diminishing since the height of campus unionization efforts about 15 years ago.

"There's a common agenda in collective bargaining that we are all subscribing to," he said. "If there is rivalry, it only arises on the local level where personalities may clash and that doesn't reflect what is going on at the national level."

FACT FILE: Voluntary Support of Higher Education, 1987-88

Public Institutions

	112 doctoral institutions	154 comprehensive institutions	12 general baccalaureate institutions	17 specialized institutions	295 4-year institutions	125 2-year institutions	Total for 420 institutions
PURPOSES OF SUPPORT							
Current operations							
Unrestricted	$140,652,000	$26,874,000	$2,830,000	$13,565,000	$183,920,000	$5,403,000	$189,324,000
Restricted	1,243,318,000	99,361,000	4,660,000	60,273,000	1,407,612,000	18,498,000	1,426,109,000
Capital	272,517,000	33,733,000	947,000	43,450,000	350,648,000	14,595,000	365,243,000
Endowment							
Unrestricted	60,097,000	4,289,000	1,454,000	24,000	65,865,000	1,334,000	67,199,000
Restricted	419,403,000	47,948,000	5,269,000	18,009,000	490,630,000	8,841,000	499,471,000
Loan funds	6,961,000	463,000	253,000	257,000	7,934,000	14,000	7,948,000
SOURCES OF SUPPORT							
Alumni	$456,766,000	$33,009,000	$6,689,000	$2,380,000	$498,844,000	$3,684,000	$502,527,000
Parents	5,895,000	1,848,000	138,000	68,000	7,950,000	253,000	8,203,000
Other individuals	396,843,000	73,203,000	2,540,000	24,932,000	497,517,000	11,319,000	508,836,000
Foundations	356,353,000	20,892,000	1,356,000	63,756,000	442,357,000	7,608,000	449,965,000
Corporations and businesses	683,534,000	69,013,000	3,767,000	30,594,000	786,908,000	22,152,000	809,060,000
Religious organizations	839,000	213,000	15,000	73,000	1,140,000	27,000	1,167,000
Other organizations	242,718,000	14,491,000	907,000	13,775,000	271,892,000	3,643,000	275,534,000
FORMS OF GIVING							
Realized bequests							
For current operations	$45,349,000	$3,663,000	$53,000	$2,162,000	$51,226,000	$519,000	$51,746,000
For capital assets	151,183,000	14,087,000	2,804,000	4,505,000	172,580,000	2,359,000	174,938,000
Trusts, pooled income funds, and annuities	56,036,000	5,472,000	571,000	116,000	62,195,000	875,000	63,070,000
ALUMNI GIVING							
Total alumni of record	11,949,565	4,095,681	76,323	115,636	16,237,205	1,306,511	17,543,716
Alumni solicited	8,095,064	2,846,146	48,104	91,579	11,080,893	280,843	11,361,736
Alumni donors	1,560,141	448,286	12,681	16,633	2,037,741	27,149	2,064,890
GIFTS OF PROPERTY							
Company products	$73,191,000	$11,790,000	$778,000	$2,355,000	$88,114,000	$4,878,000	$92,992,000
Other, corporations	54,755,000	10,931,000	55,000	3,053,000	68,794,000	10,754,000	79,548,000
Other, non-corporations	82,211,000	8,931,000	167,000	7,955,000	99,266,000	1,402,000	100,667,000
CORPORATIONS' MATCHING GIFTS							
Total number of gifts matched	144,879	21,373	1,115	707	168,074	1,110	169,184
Support from matching-gift programs	$33,058,000	$3,737,000	$406,000	$906,000	$38,106,000	$204,000	$38,310,000
TOTAL SUPPORT	**$2,142,948,000**	**$212,668,000**	**$15,413,000**	**$135,578,000**	**$2,506,608,000**	**$48,685,000**	**$2,555,293,000**

Private Institutions

	71 doctoral institutions	191 comprehensive institutions	336 general baccalaureate institutions	99 specialized institutions	697 4-year institutions	25 2-year institutions	Total for 722 institutions
PURPOSES OF SUPPORT							
Current operations							
Unrestricted	$308,127,000	$172,276,000	$364,160,000	$73,321,000	$917,884,000	$7,784,000	$925,668,000
Restricted	1,094,541,000	124,683,000	176,875,000	68,881,000	1,464,979,000	4,098,000	1,469,077,000
Capital	393,729,000	141,242,000	171,480,000	30,382,000	736,833,000	4,763,000	741,596,000
Endowment							
Unrestricted	126,776,000	53,428,000	85,313,000	13,126,000	278,643,000	626,000	279,270,000
Restricted	605,355,000	123,053,000	268,751,000	54,098,000	1,051,257,000	2,456,000	1,053,713,000
Loan funds	7,994,000	2,868,000	4,045,000	1,758,000	16,665,000	4,000	16,669,000
SOURCES OF SUPPORT							
Alumni	$693,542,000	$155,980,000	$376,778,000	$20,049,000	$1,246,349,000	$3,384,000	$1,249,733,000
Parents	28,771,000	15,781,000	41,941,000	929,000	87,422,000	329,000	87,752,000
Other individuals	512,119,000	170,959,000	252,947,000	109,496,000	1,045,521,000	6,945,000	1,052,466,000
Foundations	578,054,000	101,916,000	199,648,000	44,522,000	924,140,000	2,401,000	926,540,000
Corporations and businesses	549,931,000	104,641,000	99,784,000	28,892,000	783,248,000	2,118,000	785,366,000
Religious organizations	37,955,000	39,727,000	66,868,000	22,102,000	166,652,000	4,023,000	170,675,000
Other organizations	136,150,000	28,546,000	32,658,000	15,576,000	212,930,000	530,000	213,460,000
FORMS OF GIVING							
Realized bequests							
For current operations	$96,282,000	$20,618,000	$62,424,000	$18,134,000	$197,458,000	$451,000	$197,909,000
For capital assets	221,170,000	67,483,000	124,147,000	22,240,000	435,041,000	764,000	435,805,000
Trusts, pooled income funds, and annuities	105,452,000	18,733,000	65,794,000	8,042,000	198,021,000	530,000	198,551,000
ALUMNI GIVING							
Total alumni of record	5,079,202	3,464,340	3,534,761	515,806	12,594,109	158,795	12,752,904
Alumni solicited	3,978,367	2,751,294	3,032,958	415,522	10,178,141	134,022	10,312,163
Alumni donors	1,116,946	665,668	1,031,275	100,849	2,916,738	24,100	2,940,838
GIFTS OF PROPERTY							
Company products	$80,396,000	$4,599,000	$2,895,000	$722,000	$88,612,000	$85,000	$88,698,000
Other, corporations	15,338,000	5,987,000	2,871,000	1,065,000	25,261,000	162,000	25,423,000
Other, non-corporations	47,757,000	15,628,000	37,632,000	1,181,000	102,199,000	421,000	102,620,000
CORPORATIONS' MATCHING GIFTS							
Total number of gifts matched	123,546	62,822	93,966	8,292	288,626	1,989	290,615
Support from matching-gift programs	$39,213,000	$16,289,000	$31,760,000	$2,709,000	$89,970,000	$319,000	$90,289,000
TOTAL SUPPORT	**$2,536,523,000**	**$617,550,000**	**$1,070,624,000**	**$241,565,000**	**$4,466,261,000**	**$19,731,000**	**$4,485,992,000**

Sources of Support

Sources	1987-88 *	Per cent	Percentage change 1-year	Percentage change 5-year
Alumni/alumnae	$2,042	24.9%	− 13.0%	+ 65.1%
Other individuals	$1,927	23.5	− 6.7	+ 61.9
Corporations	$1,853	22.6	+ 1.9	+ 82.0
Foundations	$1,607	19.6	+ 6.2	+ 44.5
Religious organizations	$ 197	2.4	− 3.4	− 4.4
Other	$ 574	7.0	+ 4.0	+ 44.6
Total	**$8,200**	**100.0%**	**− 3.5%**	**+ 58.9%**
Price indices				
Consumer Price Index			+ 4.1%	+ 18.0%
Higher Education Price Index			+ 4.3%	+ 27.6%

* Millions of dollars, estimate

Trends in Giving

Selected academic years	Total	Per student Current	Per student Adjusted†
1970-71	$1,860,000,000	$217	$536
1975-76	2,410,000,000	215	381
1980-81	4,230,000,000	350	397
1986-87	8,500,000,000	678	598
1987-88	8,200,000,000	638	541
Average annual change			
1970-71 to 1975-76	+ 5.3%	− 0.2%	− 6.6%
1975-76 to 1980-81	+ 11.9	+ 10.2	+ 0.8
1980-81 to 1985-86	+ 11.8	+ 11.5	+ 6.6
1986-87 to 1987-88	− 3.5	− 5.9	− 9.5

† Adjusted to 1983 dollars, according to Consumer Price Index

SOURCE: COUNCIL FOR AID TO EDUCATION

Gifts to Colleges Off 3.5 Pct.; Cutback by Alumni Blamed

Continued from Page A1

vice-president. "Inevitably there has to be a leveling off."

A drop-off in donations in 1987-88 had been expected. Many donors gave heavily early in the previous academic year, in anticipation of reduced tax benefits for charitable contributions that went into effect in January 1987. Then, the October 1987 stock-market collapse shook donor confidence and thinned their wallets, prompting many to delay their giving plans and reduce the size of their gifts.

Given the "one-two punch" of the new tax law and market crash, Mr. Smith said colleges might have expected a giving decline of more than 3.5 per cent. "If the drop had been 10 per cent, I would not have been surprised," he said.

Fewer Worries About Stocks

The downturn in donations apparently has not continued into the current academic year. No comprehensive measure of this year's giving levels will be available for some time, but fund raisers on several campuses said last week that their giving programs had recovered the momentum they lost last year.

Donors have generally accommodated themselves to the new tax laws, fund raisers said, and are less worried about the markets than they were in the months immediately following the Wall Street meltdown.

Still, Mr. Smith said colleges could expect an "indefinite" period of modest growth, rather than a quick return to the days of heady annual increases. "It doesn't mean dark days ahead for colleges at all," he said. "But they'll have to learn to live with more moderate expectations."

The council's projections of 1987-88 giving were based on a survey of gifts, grants, and donations received at 722 private and 420 public colleges and universities. The institutions covered in the survey typically report about 85 per cent of all private contributions to higher education.

Increase for Public Institutions

Despite the drop in total giving, not all of the numbers for the year were down. While private colleges and universities saw a 7.1-per-cent drop in donations, public institutions—which are less dependent on individual support than the private institutions—reported a 3.1-per-cent increase in giving. Increased corporate support fueled much of the rise in donations at public institutions, the survey indicated.

Foundation giving to both public and private institutions was up, too—by 6.2 per cent, to $1.6-billion.

But none of those increases was sufficient to compensate for the drop in donations from alumni and other individuals.

Together, those groups provide about half of all private contributions to colleges and universities, and their giving behavior tends to influence overall patterns more than do shifts in support from corporations and foundations.

Alumni gave a total of $2-billion to their alma maters, the survey said, down 13 per cent from 1986-87. Nonalumni individuals gave $1.9-billion, a drop of 6.7 per cent.

While more alumni gave last year—5 million, up from 4.8 million the previous year—the average donation declined, to $327 from $390.

The survey did not specifically measure a drop in major gifts, which are often made in the form of securities, but a marked decline in donations for capital purposes, including endowment and buildings, suggests that such a drop occurred.

Gifts for capital purposes totaled $3.5-billion, a decline of $500-million, or 13.4 per cent. Donations for current operations totaled $4.7-billion, an increase of 5.6 per cent—reflecting in part the increased support from corporations and foundations, which rarely give money for endowment or buildings.

Planned gifts, another index of large gifts and donations of stocks, fell 38 per cent last year, to $262-million. Planned gifts—which can provide income to donors and tax benefits—include annuities, pooled-income funds, and charitable-remainder trusts. Such gifts had increased dramatically—by 74 per cent—during 1986-87.

Private colleges and universities still dominate higher-education fund raising, but more public institutions are increasing their gift-solicitation efforts, the survey showed. Six public universities were among the top 20 institutions in fund-raising success last year, up from five the previous year. Two of those six were in the top 10—the University of Minnesota and the University of Wisconsin at Madison.

Top 5 Positions Are Unchanged

Stanford University, which is running a $1.1-billion capital drive, the largest ever, led all institutions in fund-raising for the third consecutive year. But the amount Stanford raised, $181.9-million, was down 8.4 per cent from the year before.

The other positions in the top five remained unchanged. Harvard University held onto second place, Cornell University third, Yale University fourth, and Minnesota fifth.

Except for Yale, which managed a 1-per-cent increase for the year, all of the institutions on the top 10 list in 1986-87 reported decreased giving levels last year. Those drops caused three institutions to fall from the top 10.

After finishing a $630-million capital campaign and receiving several major gifts in 1987, Washington University in St. Louis suffered the biggest drop in the rankings, from sixth place and about $110-million in 1986-87 to 26th place and about $50-million last year.

Johns Hopkins: From 9th to 15th

The Johns Hopkins University was running its $600-million campaign throughout last year, but with $70.6-million in donations, nearly 24 per cent less than the year before, Hopkins fell from 9th to 15th place.

"The difference was a couple of big gifts," said Robert J. Haley, vice-president for development and alumni relations at Johns Hopkins. With $74-million in gifts as of last week, the university is already ahead of the total for all of last year, Mr. Haley said, thanks in part to starting its "year-end push" last October, two months earlier than usual.

With a $557-million campaign underway, the University of Southern California also fell from the top 10, from 10th to 12th place. U.S.C. reported $82-million in donations last year, 10 per cent less than in 1986-87, but officials there expect to raise more than $100-million this year if a current record-breaking pace can be sustained.

"The philanthropic public has absorbed the tax changes," said Roger F. Olson, senior vice-president for university relations at U.S.C. "Donor intent is more pliable than people realize. If they want to make a gift, they'll figure out how to do it."

Average Donor Gives Less

The University of Pennsylvania, the California Institute of Technology, and the University of Wisconsin all moved into the top 10 rankings. Penn, which raised $106.2-million last year, a 21.7-per-cent increase, is in the "lead gifts" phase of a $800-million campaign that will start formally this fall. And Caltech, while not conducting a campaign, received two mega-gifts in recent years that alone yielded payments of $51-million last year, more than half of its $97.4-million total.

"People who want to support cutting-edge science will do it regardless of what's going on otherwise," said J. Thomas Gelder, director of development at Caltech.

Mr. Gelder said changes in tax law or the markets might affect the timing or size of a donor's gift, not the fundamental decision to give.

But with the average donor giving less, Mr. Smith of the C.F.A.E. said many colleges would have to work harder to sustain a given level of donations.

Alumni may prove the key continuing source of new funds, Mr. Smith said, since many institutions, particularly public colleges and universities, solicit only a share of their alumni.

Of those solicited, an average of 23 per cent make donations.

Still, some institutions, if they ask for money too often, run the risk of "overmilking" their alumni—a prospect likely to grow as the number and size of capital campaigns increase, Mr. Smith said.

With a 3.5-per-cent decline in total giving last year, colleges and universities fell behind inflation, measured at 4.1 per cent by the Consumer Price Index and 4.3 per cent by the Higher Education Price Index, a gauge of prices colleges and universities pay for goods and services.

Range of Gifts: $73 to $577

The survey also found:

- Average support ranged from $35.7-million at private doctoral-granting research universities to $1.3-million at public liberal-arts colleges.
- The average gift ranged from $577 at private research universities to $73 at public comprehensive institutions.
- Private colleges and universities received donations from 28 per cent of the alumni they solicited. At public institutions the "solicitation effectiveness" rate was 18 per cent.
- Corporate support over all was up nearly 2 per cent, to $1.85-billion, but not across the board. Continuing a trend, private institutions received 6 per cent less support from companies last year, public colleges 8 per cent more. And, companies are providing their support more in cash and less in products and property.
- Contributions to colleges and universities from religious organizations were down again, by 3.4 per cent, to $197-million. Donations from other groups, such as clubs, unions, and fund-raising consortia, rose 4 per cent to $574-million.

Copies of the report of the survey will be available in early June for $35 each, prepaid, from the Council for Aid to Education, 51 Madison Avenue, New York 10010.

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